

CANADIAN WORKERS' COMPENSATION DIGEST

Volume 4 Issue 4



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INTRODUCTION/ABOUT TEKSMED

TeksMed Services Inc. is the leader in Canadian disability management backed by over 25 years of success. We proactively manage occupational and non-occupational injuries and illnesses with personalized recover-at-work solutions helping hundreds of employers with thousands of employees.

Inspired by a never-ending quest to be the best, TeksMed continues to set the standard and raise the bar for integrity, innovation and exceptional service.

TeksMed seeing the ability in disability.

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services and contact information see the final section of this magazine.

ABOUT THE PUBLICATION

This is the sixteenth issue of our Canadian Workers' Compensation Digest. This magazine highlights prominent Canadian Workers' Compensation updates nationally and within each province/territory.

All content within this digest is sourced from third-party websites, which can be accessed by following the provided links.

NATIONAL - CANADA



Understanding and supporting neurodivergent workers: CCOHS Corner

Learn the importance of understanding and supporting neurodivergent workers in the workplace. Embracing neurodiversity not only promotes inclusivity but also brings unique skills and perspectives. The author suggests creating an accommodating environment, providing clear communication, and offering appropriate accommodations. By fostering acceptance and making necessary adjustments, employers can help neurodivergent individuals thrive in their careers, ultimately benefiting the organization.

<https://www.ohscanada.com/features/understanding-and-supporting-neurodivergent-workers-ccohs-corner/>

Free Handbook on Climate Change and its Impact on the Workplace

The Canadian Centre for Occupational Health and Safety (CCOHS) has released a handbook addressing climate change's impact on workplace health and safety. This resource offers guidance to employers and workers on adapting to climate-related challenges, such as extreme heat, wildfires, and flooding, which increasingly affect workplaces.

The handbook emphasizes the importance of preparedness, risk assessment, and awareness to safeguard worker well-being and operational continuity in the face of climate change-related disruptions.

https://www.ccohs.ca/newsroom/news_releases/ClimateChangeHandbook_27July2023.html



NATIONAL - CANADA

What you need to know about the latest WHMIS update

The article discusses the latest updates to Canada's Workplace Hazardous Materials Information System (WHMIS). It highlights key changes, such as the incorporation of the Globally Harmonized System (GHS) and new hazard classification criteria.

These changes aim to improve the consistency and clarity of hazard communication for hazardous products in the workplace. The article emphasizes the importance of training and education for employees to ensure they understand the revised WHMIS requirements and can work safely with hazardous materials.

<https://www.canadianmetalworking.com/canadianmetalworking/blog/healthsafety/what-you-need-to-know-about-the-latest-whmis-update>



CFIB calls on overfunded WCBs to issue direct rebates

This reports on the Canadian Federation of Independent Business (CFIB) urging overfunded workers' compensation boards (WCBs) to issue direct rebates to employers.

The CFIB argues that some WCBs have accumulated excessive surpluses, which could be better used to support struggling businesses, particularly during the COVID-19 pandemic. The CFIB calls for transparency in WCB finances and direct financial relief in the form of rebates to help businesses recover from the economic challenges posed by the pandemic.

<https://www.thesafetymag.com/ca/topics/government-and-public-sector/cfib-calls-on-overfunded-wcbs-to-issue-direct-rebates/453461>



NATIONAL - CANADA

Nearly all workers with mental health, substance use disorder face stigma

The article highlights the pervasive issue of stigma faced by workers dealing with mental health and substance use disorders. It reports that nearly all individuals in this situation encounter some form of stigma in the workplace, ranging from coworkers' attitudes to systemic biases.

The consequences of such stigma include discrimination, job insecurity, and reluctance to seek help. Experts stress the need for organizations to implement anti-stigma initiatives, provide mental health resources, and foster open conversations to create more supportive and inclusive work environments. Addressing stigma is crucial for ensuring the well-being and productivity of all employees.

<https://www.hcamag.com/ca/specialization/mental-health/nearly-all-workers-with-mental-health-substance-use-disorder-face-stigma/444715>



BRITISH COLUMBIA

WorkSafeBC is implementing mandatory training for asbestos



Starting January 1, 2024, mandatory certification for asbestos abatement workers will be implemented by WorkSafeBC. Anyone involved in asbestos abatement work in British Columbia must obtain certification from an approved training provider. The level of certification required depends on the specific asbestos work to be undertaken. Certification includes various levels, such as Foundational Awareness (Level 1) for transporting and disposing of asbestos-containing materials, and Asbestos Safety (Level 2) for abatement work. Certification is achieved by completing training from approved providers and passing a written exam, with certificates valid for three years.

<https://www.worksafebc.com/en/health-safety/education-training-certification/asbestos-training-certification-licensing/learn-about-certificates>

WorkSafeBC holds preliminary average base premium rate flat for employers in 2024

WorkSafeBC has proposed maintaining the average base premium rate for employers at the 2023 level for 2024, indicating stability in insurance rates. This proposal is part of the preliminary rate-setting process, with the final rates confirmed in the fall of 2023. It aims to provide cost predictability for employers while ensuring adequate coverage for injured workers.

<https://www.worksafebc.com/en/about-us/news-events/news-releases/2023/July/worksafebc-holds-preliminary-average-base-premium-rate-flat-for-employers-in-2024>



BRITISH COLUMBIA

Are safety leaders underestimating impact of climate change?

Safety leaders may be underestimating the impact of climate change on workplace safety, according to a survey by the Institute of Occupational Safety and Health (IOSH).

While many acknowledge the risks, few are taking comprehensive actions to address them. Experts stress that climate change can lead to more extreme weather events and disruptions in work patterns. Organizations should consider these factors in their safety planning and foster a culture of climate resilience to protect workers and assets.

<https://www.thesafetymag.com/ca/topics/leadership-and-culture/are-safety-leaders-underestimating-impact-of-climate-change/447340>

Why employers need to promote carbon monoxide awareness

Employers should prioritize carbon monoxide (CO) awareness to safeguard workplace safety. CO is a silent, odorless gas that poses health risks in confined areas. Implementing controls, conducting risk assessments, and educating employees on CO hazards and symptoms are crucial steps. This ensures a safe work environment, protecting both well-being and productivity.

<https://www.thesafetymag.com/ca/topics/safety-and-ppe/why-employers-need-to-promote-carbon-monoxide-awareness/456107>





ALBERTA

Alberta tightens up roadside worker safety rules

Alberta is strengthening safety regulations to protect roadside workers. Starting September 1, 2023, new rules will require motorists to slow down and move over when passing any vehicle with flashing or rotating lights.

This legislation extends existing protections for emergency vehicles to all roadside workers, enhancing their safety. The move is in response to concerns about worker safety in construction and maintenance zones and aims to reduce accidents and fatalities in these areas.

<https://canada.constructconnect.com/joc/news/ohs/2023/08/alberta-tightens-up-roadside-worker-safety-rules>



WCB data shows workplace injury claims rising in Alberta

Alberta has seen a concerning rise in workplace injury claims, as indicated by data from the Workers' Compensation Board (WCB). In 2022, there were over 150,000 injury claims, representing a significant rise.

The increase is attributed to various factors, including economic recovery and greater workforce activity. Employers are encouraged to maintain strong safety measures, training, and incident reporting to mitigate these rising injury rates and ensure the well-being of workers.

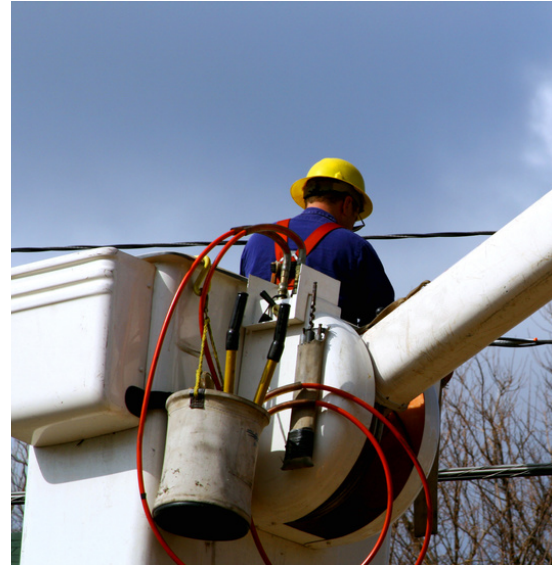
<https://www.thesafetymag.com/ca/topics/government-and-public-sector/wcb-data-shows-workplace-injury-claims-rising-in-alberta/453768>

SASKATCHEWAN

Injured worker shares importance of injury on day two of WCB Compensation Institute

An injured worker highlighted the significance of Injury Day at the WCB Compensation Institute. The event provided a platform for workers and stakeholders to share their experiences and insights into injury recovery and return-to-work processes.

The worker emphasized the importance of compassionate care, communication, and understanding during recovery, stressing the need for support for injured workers to regain their physical and mental well-being and reintegrate into the workforce effectively.



<https://www.wcbsask.com/news/injured-worker-shares-importance-injury-day-two-wcb-compensation-institute>

Saskatchewan's provincial auditor raises concerns over highest workplace death rate in Canada



The report identified issues with workplace safety enforcement and compliance, particularly in the construction sector. It highlighted the need for the Saskatchewan government to improve its oversight and ensure workplaces prioritize safety, including better coordination between government agencies and a focus on high-risk industries.

The report emphasized the importance of addressing these concerns to reduce workplace fatalities and improve safety in the province.

<https://www.thesafetymag.com/ca/topics/building-and-construction/saskatchewans-provincial-auditor-raises-concerns-over-highest-workplace-death-rate-in-canada/448834>

MANITOBA

Committee Leadership Conference

Safe Manitoba is organizing a Committee Leadership Conference to be held virtually. The event aims to provide information and resources to safety and health committee leaders. It will cover topics like mental health, workplace safety, and the role of safety committees.

Attendees will gain insights and tools to enhance workplace safety and well-being. The conference underscores the significance of safety committees in promoting a safe and healthy work environment.

<https://www.safemanitoba.com/News/Pages/Committee-Leadership-Conference.aspx>



How to become a safety leader without formal education

Learn how individuals can become safety leaders in the construction industry without formal education. This article emphasizes the importance of hands-on experience, mentorship, and obtaining relevant safety certifications. By learning on the job and seeking guidance from experienced professionals, aspiring safety leaders can develop the necessary skills and knowledge to contribute to a safer workplace, even without a formal educational background in safety management.

<https://www.thesafetymag.com/ca/topics/building-and-construction/how-to-become-a-safety-leader-without-formal-education/454074>

Naloxone in the workplace

This update highlights the importance of Naloxone in workplaces as a life-saving measure against opioid overdoses. It discusses how employers can implement Naloxone programs and provides resources and training information.

The aim is to equip workplaces with the tools and knowledge needed to respond effectively to opioid overdoses, ensuring the safety and well-being of employees. Naloxone administration can be a crucial part of workplace safety, particularly in industries where opioid exposure is a concern.

<https://www.ontario.ca/page/naloxone-workplace>



New OHSA penalties spark insurance 'pushback'

There are recent changes to Ontario's Occupational Health and Safety Act (OHSA) that have increased penalties for workplace safety violations. These changes have led to concerns among contractors and industry stakeholders about rising insurance costs.

The increased penalties are seen as a potential financial burden for contractors, prompting calls for a more balanced approach to enforcement. The article highlights the need for a comprehensive strategy that promotes safety without disproportionately impacting businesses.

<https://canada.constructconnect.com/dcn/news/ohs/2023/07/new-ohsa-penalties-spark-insurance-pushback>

Latest Ottawa-area asbestos death leaves trades reeling

A recent asbestos-related death in the Ottawa area has raised concerns within the trades industry. The incident highlights the ongoing risks associated with asbestos exposure in construction and renovation projects.

It underscores the importance of proper asbestos awareness and safety measures in the industry. The article calls for increased vigilance and training to protect workers from asbestos-related health hazards, emphasizing the need for stringent safety protocols.

<https://canada.constructconnect.com/dcn/news/ohs/2023/08/latest-ottawa-area-asbestos-death-leaves-trades-reeling>



Ontario businesses can now report and pay WSIB premiums through their Canada Revenue Agency My Business Account

Ontario businesses can now report and pay WSIB (Workplace Safety and Insurance Board) premiums through their Canada Revenue Agency (CRA) online portal. This new initiative simplifies the premium payment process, making it more convenient for businesses. The partnership between WSIB and CRA aims to streamline administrative tasks for employers, ensuring compliance with workplace safety and insurance regulations while reducing administrative burdens.

<https://www.wsib.ca/en/news-release/ontario-businesses-can-now-report-and-pay-wsib-premiums-through-their-canada-revenue>





QUEBEC



Quebec children as young as 12 can work in small agriculture businesses

Quebec has lowered the legal working age for children from 14 to 12, allowing them to work in small agriculture businesses without requiring a work certificate.

However, certain safety and working condition standards still apply, such as parental consent and limitations on hours worked. This change aims to address labor shortages in the agriculture sector while ensuring young workers' safety and welfare.

<https://www.thesafetymag.com/ca/topics/environment/quebec-children-as-young-as-12-can-work-in-small-agriculture-businesses/447003>



Training young people to prevent workplace accidents.

The Commission des normes, de l'équité, de la santé et de la sécurité du travail (CNESST) in Quebec is launching a program to educate young people about workplace safety and prevent accidents. The program aims to raise awareness among young workers and employers about the importance of safety in the workplace. It will provide training and resources to help prevent accidents and injuries among young workers, ensuring their well-being on the job.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/former-jeunes-prevenir-accidents-travail>

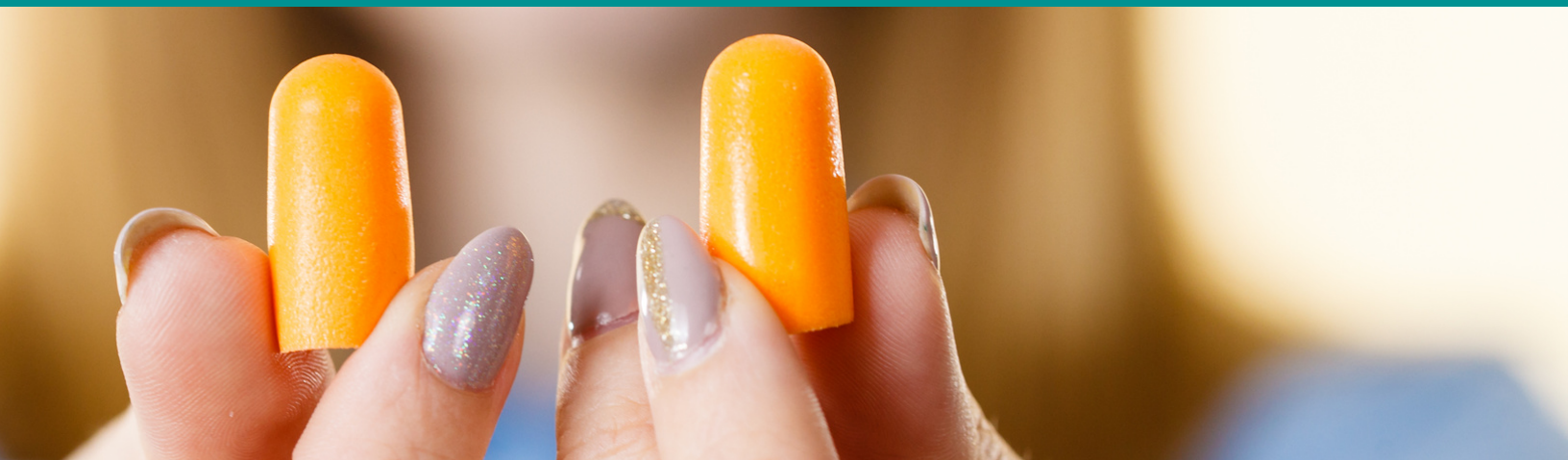


Psychological Health in the Workplace: CNESST Enhances its Promotion Efforts

The CNESST is launching a new program to support psychological health in the workplace.

This initiative aims to raise awareness about mental health issues and provide tools and resources for employers and workers to promote psychological well-being at work. The program includes training sessions, awareness campaigns, and support for organizations to create mentally healthy work environments.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/santé-psychologique-dans-milieux-travail-cnesst>



At Work, Be Careful of Overexposure to Noise!

The CNESST is raising awareness about the risks of noise overexposure in the workplace, emphasizing the importance of prevention and protective measures. Exposure to high noise levels can lead to hearing loss and other health issues.

The CNESST is encouraging employers and workers to take appropriate precautions, such as using hearing protection, to mitigate these risks and protect workers' health.

<https://www.cnesst.gouv.qc.ca/fr/salle-presse/communiqués/au-travail-prenez-garde-surexposition-au-bruit>

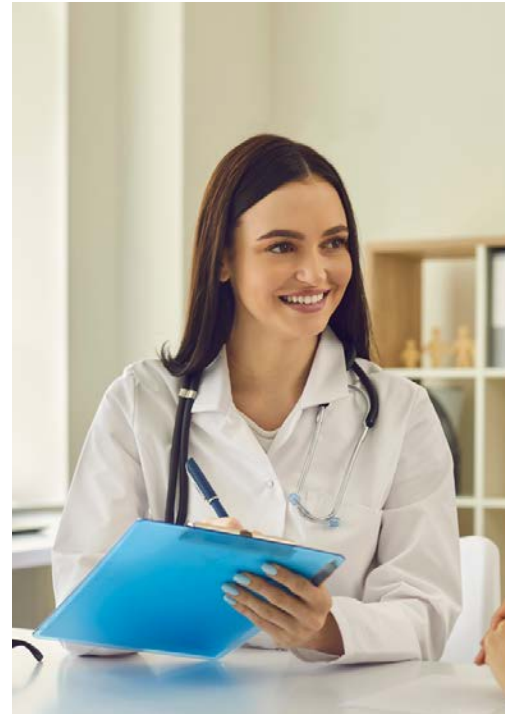
NEW BRUNSWICK

Care Closer to Home – WorkSafeNB adopts new service delivery model

WorkSafeNB has introduced a new service delivery model called "Care Closer to Home." This initiative aims to enhance the support provided to injured workers by collaborating with local healthcare providers.

Under this model, injured workers will receive care from healthcare professionals in their communities, improving accessibility and reducing the need for travel. WorkSafeNB anticipates that this approach will lead to better recovery outcomes and a more efficient claims process.

<https://www.worksafenb.ca/about-us/news-and-events/news/2023/care-closer-to-home-worksafenb-adopts-new-service-delivery-model/>



Technical safety agreement in Atlantic Canada

A new Technical Safety Agreement (TSA) has been signed among the Atlantic Canadian provinces, aiming to streamline safety regulations in the construction industry. This agreement creates a single set of safety standards across the region for contractors and workers. It allows certified personnel to work more easily in different provinces.

By harmonizing rules and certifications, it simplifies the process for contractors operating across provincial borders. The TSA is expected to enhance worker safety, reduce administrative burdens, and promote consistency in safety practices within the Atlantic region's construction sector.

<https://www.thesafetymag.com/ca/topics/building-and-construction/technical-safety-agreement-in-atlantic-canada/451114>

NOVA SCOTIA

WorkShift Podcast: Supporting Successful Recoveries with Melissa Jenkins

In a WorkShift podcast episode, Melissa Jenkins discusses strategies for supporting successful recoveries after workplace injuries. Jenkins, a Clinical Services Manager at WCB Nova Scotia, emphasizes the importance of early intervention and tailored rehabilitation plans. She highlights the benefits of collaboration among workers, employers, and healthcare providers to facilitate timely return-to-work processes. Jenkins also discusses how focusing on workers' overall well-being, including mental health, contributes to more effective recoveries.

<https://www.wcb.ns.ca/About-Us/News-Room/News/WorkShift-Podcast-Supporting-Successful-Recoveries-with-Melissa-Jenkins-June-29-23.aspx>



Workplace injury rate continues to improve

WCB Nova Scotia reports that workplace injury rates in the province continue to improve. The 2022 statistics show a decrease in the time-loss injury rate, reflecting ongoing efforts to enhance workplace safety and prevention. The organization attributes this positive trend to collaboration between employers, workers, and safety partners. WCB Nova Scotia remains committed to its mission of reducing workplace injuries and providing support to injured workers for their recovery and return to work.

<https://www.wcb.ns.ca/About-Us/News-Room/News/Workplace-injury-rate-continues-to-improve-Aug-10-23.aspx>

PRINCE EDWARD ISLAND

WCB launches multi-hazard safety campaign to prevent work-related injuries and illnesses

The Workers Compensation Board (WCB) of Prince Edward Island is launching a new campaign called "Never Assume." The campaign aims to raise awareness about workplace safety and the importance of taking proactive safety measures.

It encourages workers and employers to communicate openly about safety concerns, seek proper training, and follow safety guidelines to prevent workplace injuries. The campaign emphasizes that assumptions about safety can lead to accidents, highlighting the need for vigilance and cooperation in promoting workplace safety.

<https://www.wcb.pe.ca/Information/NewsItem/658>



Exercising the right to refuse work

The Workers Compensation Board (WCB) of Prince Edward Island provides guidelines on work refusals. Workers have the right to refuse work they believe is dangerous to their health or safety. The WCB outlines the process for refusing work, which involves immediately reporting concerns to the employer or supervisor.

Employers are then required to investigate and address the issue promptly. The WCB emphasizes that workers should not face reprisals for exercising their right to refuse unsafe work, and the matter can be referred to the WCB for resolution if needed.

https://ohsguide.wcb.pe.ca/topic/work_refusal.html

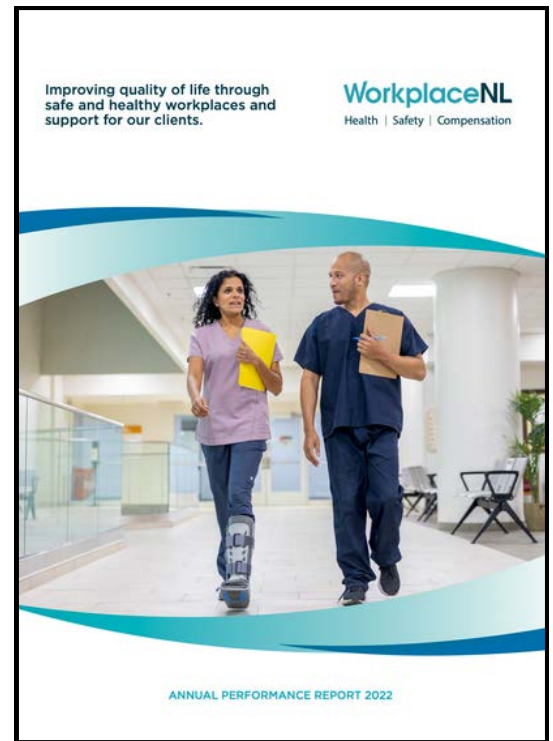


NEWFOUNDLAND & LABRADOR

WorkplaceNL Releases 2022 Annual Performance Report

WorkplaceNL has released its 2022 Annual Performance Report, highlighting achievements and initiatives related to workplace safety and compensation. The report outlines improvements in workplace safety and a reduction in workplace injuries. It also discusses programs and initiatives aimed at supporting injured workers and promoting safer workplaces, such as Return to Work programs. Additionally, the report emphasizes WorkplaceNL's commitment to providing timely benefits and services to injured workers while maintaining financial stability.

<https://workplacenl.ca/article/workplacenl-releases-2022-annual-performance-report/>



Save the Date: 2023 Health and Safety Learning Symposium

WorkplaceNL has announced its 2023 Health and Safety Learning Symposium, a valuable event focused on workplace safety. The symposium aims to provide attendees with insights, tools, and strategies to enhance workplace safety and reduce incidents. It will feature expert speakers, workshops, and discussions on various safety-related topics. This event underscores WorkplaceNL's commitment to promoting safer workplaces and facilitating ongoing learning and improvement in the field of occupational health and safety.

<https://workplacenl.ca/article/save-the-date-2023-health-and-safety-learning-symposium/>

NORTHWEST TERRITORIES

WSCC Introduces Safety Outreach Representatives

The Workers' Safety and Compensation Commission's (WSCC) is proud to introduce the Safety Outreach Representatives, part of ongoing efforts to support employers in creating safer workplaces.

Through reallocating existing positions, these three WSCC employees (two in Northwest Territories, one in Nunavut) will help employers to better understand and meet their occupational health and safety (OHS) legislative responsibilities. They can provide support with:

- The development of workplace OHS programs;
- Technical expertise to identify best practices to reduce workplace incidents; and
- Educational resources to improve OHS outcomes in the workplace.

<https://wsc.nt.ca/node/5280>





Workers' Safety and Compensation Board annual report shows increased claims registration

The Yukon Workers' Compensation Health and Safety Board (YWCHSB) has released its annual report, indicating an increase in claims registration.

The report shows that in the fiscal year 2022-2023, there was a notable rise in claims, with the number of injuries reported increasing. Additionally, the report highlights efforts to enhance safety awareness and provide support for injured workers and their families.

YWCHSB's focus on prevention, education, and timely claims management is evident in their commitment to improving workplace safety and ensuring injured workers receive the necessary assistance and care.

<https://www.yukon-news.com/news/workers-safety-and-compensation-board-annual-report-shows-increased-claims-registration/>



MORE ABOUT TEKS**MED**

Thousands of businesses across Canada trust us with their disability management. Call us and start saving money. Our program literally pays for itself! For more information on our services, contact us today:

TeksMed.com

T: 1-844-835-7253 (TEKSALE)

E: info@teksmed.com

A FEW WORDS FROM OUR HAPPY CLIENTS:

“Most injured workers can do some sort of modified work once we know what's going on with them. We don't have to worry about having a member of our team sitting around for months just waiting for a diagnosis. Knowing that TeksMed can get our workers into an MRI or specialist within days is great.”
- Alliance Truss | Operations Director

“In less than two years, TeksMed has reduced our claim costs by 67.5%. TeksMed's team of professionals has achieved its objective of reducing our claim costs and our administration. I would highly recommend TeksMed to anyone considering professional claims management services.”
- Wendy's | Safety & Security Manager

“I am writing to express my high degree of appreciation for the service TeksMed has provided to Silver Hills Bakery in the claims management and return to work planning aspects of our business. In the 12 months of our relationship with TeksMed I have been consistently impressed with the support and flexibility they have been able to provide.”
- Silver Hills Bakery | Manager, Occupational Health and Safety

EAST OFFICE

**4711 Yonge Street, 10th Floor
Toronto ON, M2N 6K8**

Toll Free: 1-844-835-7253

Toll Free Fax: 1-877-504-1777

Email: info@teksmed.com

WEST OFFICE

**44600 Skylark Road
Chilliwack BC, V2R 6H5**

Toll Free: 1-844-835-7253

Toll Free Fax: 1-877-504-1777

Email: info@teksmed.com